

SAM II HR/Payroll
Deduction and Benefit Plan Effective Dating
Health Insurance
Partial Anticipatory

HEALTH INSURANCE COVERAGE - First Half of Month					EFFECTIVE DATING EXAMPLES			
	EMPLOYEE START DATE	BENEFIT - DEDUCTION	COVERAGE	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS
Descrip- tion	Any Month 1st - 15th	<u>ENRL</u> Coverage begins the first of the month immediately following the employee's start date. Premium is for coverage for the 15 day period immediately following the check date.	The Deduction is taken from the check which preceeds the period of coverage	<u>ENRL</u> Effective w/ the date of the Emp. Start Date to establish deduction and expiration of 11/30/XX.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.
Example	4/3/20XX	<u>ENRL</u> Effective 4/03/XX Expiration 11/30/XX Monthly Deduction of \$100	Coverage is for Period of 5/1/XX through 5/15/XX	<u>Check Date April 30, 20XX</u> <u>ENRL</u> - Effec. 4/03/XX w/ Exp Date 11/30/XX \$50 deduction for coverage May 1-15	<u>Check Date May 15, 20XX</u> \$50 deduction for May 16-31 coverage	<u>Check Date May 31, 20XX</u> \$50 deduction for June 1-15 coverage	<u>Check Date June 15, 20XX</u> \$50 deduction for June 16-30 coverage	<u>Check Date June 30, 20XX</u> \$50 deduction for July 1-15 coverage

HEALTH INSURANCE COVERAGE - Second Half of Month					EFFECTIVE DATING EXAMPLES			
	EMPLOYEE START DATE	BENEFIT - DEDUCTION	COVERAGE	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS
Descrip- tion	Any Month 16th - 30th/31st	<u>ENRL</u> Coverage begins the first of the month immediately following the employee's start date. Premium is for coverage for the 15 day period immediately following the check date.	The Deduction is taken from the check which preceeds the period of coverage	<u>ENRL</u> - Eff. date of the employee's hire date, and expiration date 11/30/XX. 1DEDs for 1/2 month amounts of Employer Share and Employee deduction must be done to catch the employee on for the 1st paycheck.	Normal Deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	
Example	4/17/20XX	<u>ENRL</u> Eff. 4/17/XX Expire 11/30/XX Monthly Premium - \$100	Coverage is for Period of 5/1/XX through 5/15/XX and 5/16/XX through 5/31/XX	<u>Check Date May 15, 20XX</u> <u>ENRL</u> eff April 17th and Expiration of 11/30/XX. 1DED for Employer Share of 1/2 month. 1DED for Employee deduction for 1/2 month. Check will have \$100 deduction for May 1-15 coverage and May 16-31 coverage.	<u>Check Date May 31, 20XX</u> Will have \$50 deduction for June 1-15 coverage.	<u>Check Date June 15, 20XX</u> Will have \$50 deduction for June 15-30 coverage.	<u>Check date June 30, 20XX</u> Will have \$50 deduction for July 1-15 coverage.	